

DOCUMENT RESUME

ED 423 322

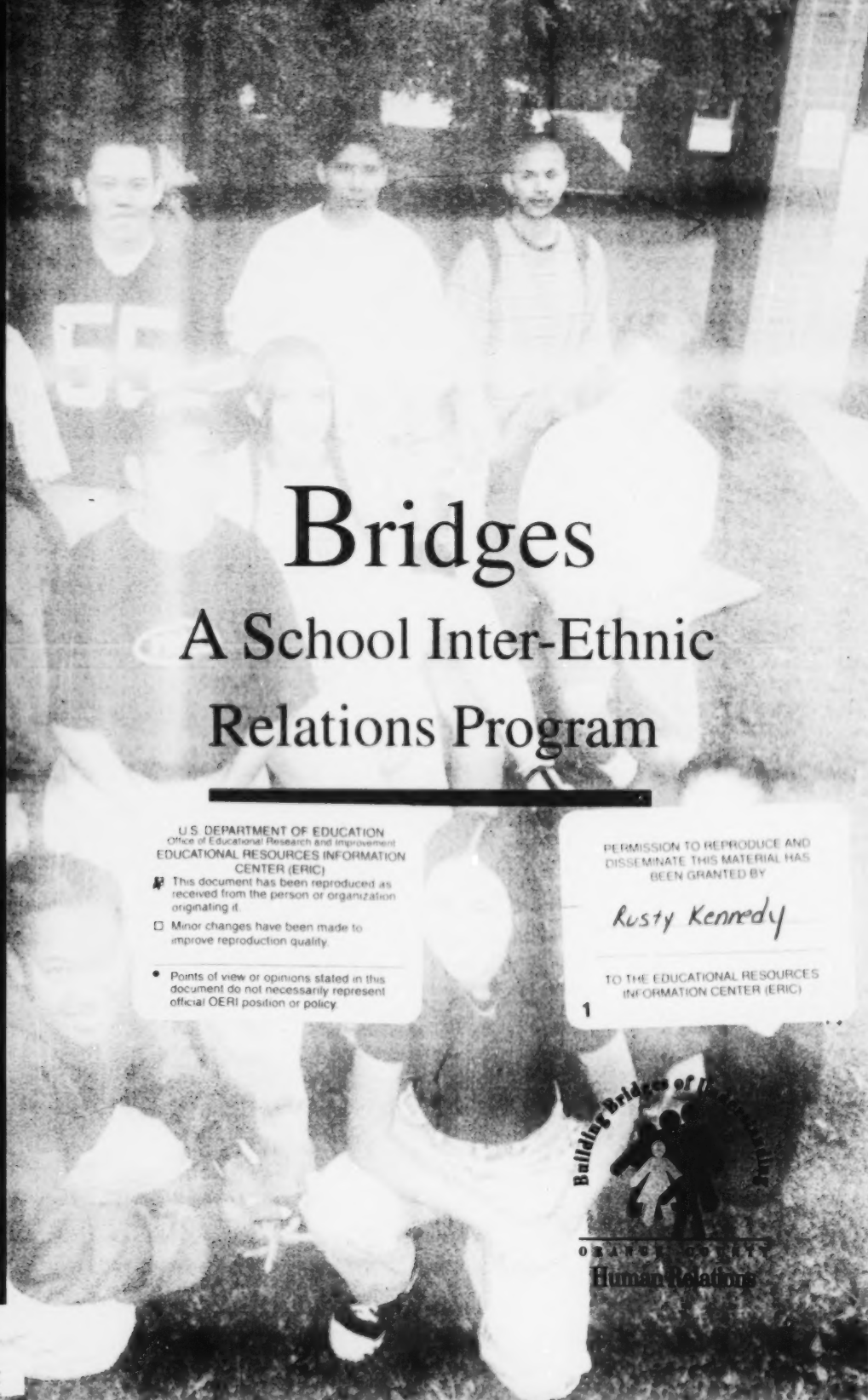
UD 032 522

TITLE Bridges: A School Inter-Ethnic Relations Program.
INSTITUTION Orange County Human Relations Commission, Santa Ana, CA.
PUB DATE 1998-00-00
NOTE 13p.
PUB TYPE Reports - Descriptive (141)
EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Community Involvement; Elementary Secondary Education; Ethnic Relations; *Human Relations; Inservice Teacher Education; *Parent Education; Partnerships in Education; Peer Relationship; *Prevention; *Racial Relations; Teaching Methods; Violence; Workshops
IDENTIFIERS *California (Orange County)

ABSTRACT

The Orange County (California) Human Relations Council exists to improve intergroup relations by enabling a representative group of school community members to work collaboratively toward creating and sustaining a safe, inclusive school climate that is respectful of society's diversity. The Council concentrates on training and encouraging students, parents, and teachers to use positive peer support to promote intergroup understanding. At the elementary school level, the Council's approach focuses on parent and teacher participation in planning and on parent and teacher education. In the middle schools, the Council works with parents, teachers, and school administrators. At the high school level, a student-centered program is presented, focusing on positive peer pressure, and continuing work with parents and teachers. Overall components include leadership team consultations, a task force for needs assessment, student inter-ethnic retreats, staff inservice programs, and schoolwide projects. Supportive projects in the schools include: (1) "Walk in My Shoes," student symposiums; (2) "Stop in Your Tracks," a video series presenting alternatives to violence; (3) the Building Bridges award for efforts at promoting safe schools that are respectful of diversity; (4) a Hate Crime Network for shared information and resources; (5) the Summer Youth Leadership Institute for students; (6) the School Inter-Ethnic Relations Round Table for student and teacher networking; and (7) a Parent Leadership Institute. (SLD)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *



Bridges

A School Inter-Ethnic Relations Program

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☒ This document has been reproduced as
received from the person or organization
originating it.

☐ Minor changes have been made to
improve reproduction quality.

• Points of view or opinions stated in this
document do not necessarily represent
official OERI position or policy.

PERMISSION TO REPRODUCE AND
DISSEMINATE THIS MATERIAL HAS
BEEN GRANTED BY

Rusty Kennedy

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)

1



**ORANGE COUNTY
HUMAN RELATIONS
COUNCIL**

Lilia Powell
President
Lin Fujitsubo
Vice President
Mitchell Pratt
Treasurer
Susan Reese
Secretary
Rusty Kennedy
Executive Director
Shana de Fries
Paige Erickson
Becky Esparza
Regina Front
Ken Inouye
George Kessinger
Pat Krone
Frank Marmolejo
Swan Ngin
Nora Norman
Nawang Phuntsog
Dora Rodriguez
Keith Swayne
Bill Wood
Caleb Zia

VIEWPOINTS

When asked about the impact of the Human Relations Council's School Inter-Ethnic Relations Program (SIERP), these were the responses we got...

"... the environment on this campus is dramatically different! We see almost no conflict that has racial implication!"

—Middle School Principal

"I will think twice before making any judgments about people before I've had a chance to get to know them."

—High School Student

"The conflict resolution inservices and workshops provided for our students and staff have been a major contributing factor to the substantial decline in violence on our campus."

—Assistant Principal

"... suspensions are down 20% compared to last year. . ."

—Middle School Principal

"One thing I learned today is never to judge people because of their looks. Never judge them from the outside, always from the inside. One thing I will do differently as a result of today is to treat people with respect."

—Middle School Student

"By listening to my classmates, I learned about myself and my prejudices. I have work to do."

—High School Student



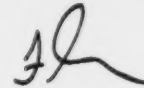
MESSAGE FROM THE LEADERSHIP

The Orange County Human Relations Council is a nonprofit organization enabled by a unique public/private partnership between corporations, cities, foundations, the county, schools, the courts and individuals.

Our mission is to provide programs to foster mutual understanding among residents in order to make Orange County a better place for ALL people to live, work and do business.

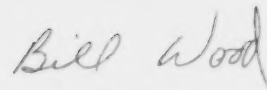
As our county grows more diverse, it is incumbent upon all of us to collaborate in this initiative that holds out the promise that tomorrow we can have a community where all are valued and included.

Community Partners President



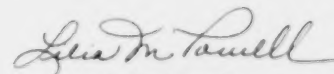
Frank Quevedo, President
Southern California Edison

Commission Chair



Bill Wood, President
PacifiCare Foundation

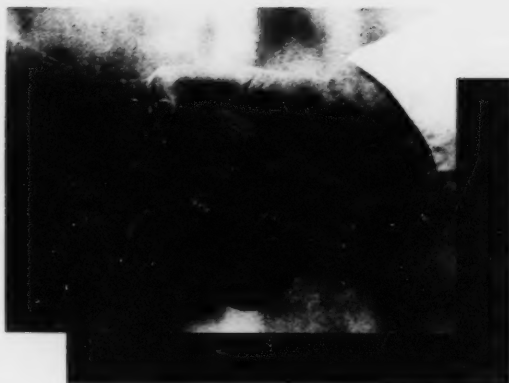
Board President



Lilia Powell,
Executive Assistant
Supervisor William Steiner



SCHOOL INTER-ETHNIC RELATIONS PROGRAM



STATEMENT OF NEED

Over the past ten years, schools have experienced bias-related incidents that have prompted administrators and teachers to contact the Council to help build inter-ethnic communication, cohesion and a sense of community on their campuses. The Council has worked successfully with schools throughout Orange County to address these challenges with inter-ethnic relations, conflict management and violence prevention programs.

MISSION

Our mission is to improve intergroup relations by enabling a representative group of school community members to work collaboratively towards creating and sustaining a safe, inclusive school climate that is respectful of society's diversity.



PROCESS

The Council works cooperatively with the whole school community to accomplish its goals. The program is uniquely designed to meet each individual school's needs and objectives. We concentrate on training and encouraging students, parents and teachers to use positive peer support to promote inter-group understanding.

ELEMENTARY SCHOOL

The Council's elementary school program focuses on parent and teacher participation in a planning effort to build understanding and acceptance for people who are different. This can include retreats, in-service training and classroom presentations of age-appropriate curriculum. The Council can offer a broad variety of curriculum geared for teachers and parent volunteers, as well as parent outreach, parent leadership institutes, dialogues and leadership consultations for principals.

MIDDLE SCHOOL

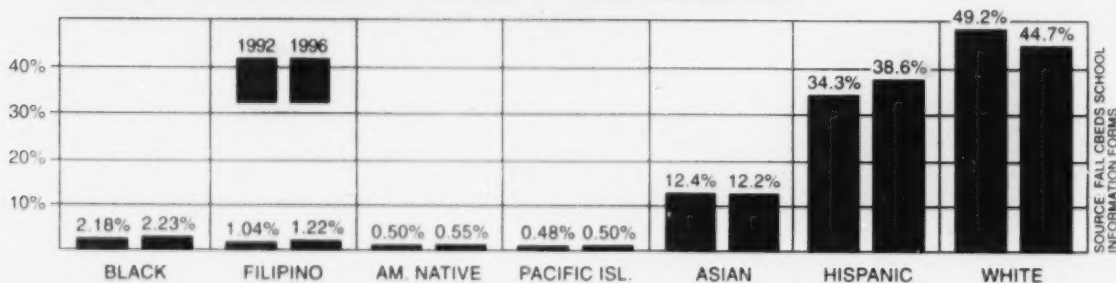
In middle school, young people go through some of the most dramatic physical, emotional and hormonal changes that human beings encounter in life. When this period of great inner turmoil is coupled with the rapidly changing diversity found in the middle schools, we see challenging times for schools. The Council's middle school program, like all of our programs, begins with an orientation and assessment done with the principal and his/her leadership team. A collaborative process is then followed that includes all

participants of the school community in building and implementing a multifaceted plan to promote inter-ethnic understanding and a positive climate on campus. Parents, faculty and staff are also included in the process from the beginning because an effective strategy must include all parts of the school community.

HIGH SCHOOL

Nowhere is the emerging diversity of Orange County more evident than in our high schools. These quickly changing demographics and the attendant escalation of inter-group tension, conflict and violence has motivated principals from throughout the county to call upon the Council for assistance. The high school inter-ethnic relations and violence prevention programs were developed over the last 10 years to work to restore and develop a sense of understanding and school spirit inclusive of the diversity that exists. This age group requires a student-centered program, thus the Council focuses on positive peer pressure as well as working with faculty, parents and school staff.

Racial & Ethnic Summary of Orange County Students



STAFF

Rusty Kennedy
Executive Director

Tina Fernandez
Program Director

Peggy Lee Calvert
Development Director

Alfonso Clarke
Mediation Coordinator

Danielle Nava
*Middle School
Coordinator*

Swinder Jheeta Cooper
and Eli Reyna
*Senior Human
Relations Specialists*

Iliana Clemente

Adnan Cole

Barbara Hunt

Ray Regalado

Renee Rodriguez
and Talma Scherson

*Human Relations
Specialists*

SPECIAL PROJECTS/ OFFICE VOLUNTEERS

Joelene Friestad

Mary Graves

Diane Lichterman

Margot Maier

Rachna Pandya

Mary Randall

LEADERSHIP TEAM CONSULTATION

This provides an introduction to the program that includes assessment of each school's needs and identifying objectives.

TASK FORCE

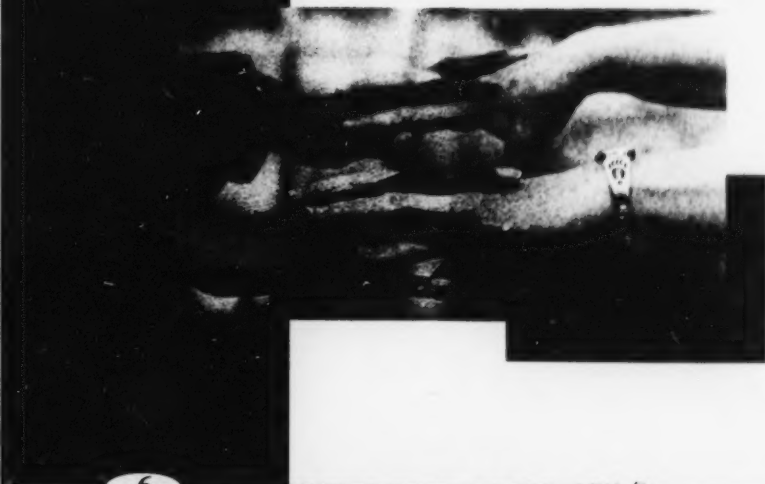
The creation of the school human relations task force identifies needs and establishes short-term and long-term objectives to improve the inter-group relations climate on campus. This includes training sessions with parents, students, administrators, school staff, teachers and community members.

COMPONENTS



STUDENT RETREATS

All-day student inter-ethnic relations retreats increase student awareness, encourage dialogue about diversity issues, evaluate the school inter-ethnic relations climate and build enthusiasm for the task force efforts.





SCHOOL-WIDE PROJECTS

The development of school-wide projects comes out of the efforts of the task force, student retreats and staff development sessions.

School projects help the students and teachers convey their new understanding to the entire student body.

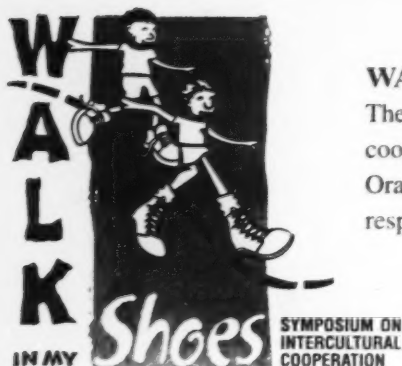
Examples include: freshman multicultural field days; assemblies, student-facilitated classroom dialogues and student-facilitated retreats; intercultural symposiums; school surveys; and, mentorship programs.

STAFF IN-SERVICE

In-service sessions are developed in collaboration with teachers in order to address the specific needs of the staff. These can include building awareness, dealing with prejudice and conflict management in the classroom, and incorporating diversity into the curriculum.



SUPPORTIVE PROJECTS



WALK IN MY SHOES

The annual middle and high school student symposiums on inter-cultural cooperation bring together more than 800 students and teachers from all over Orange County to foster greater understanding of the challenges and positive responses to the rapidly increasing ethnic diversity in Orange County Schools.

Stop In Your Tracks

STOP IN YOUR TRACKS ALTERNATIVES TO VIOLENCE

This is a three-volume video series that addresses themes such as what makes us angry, why we fight and how to manage anger.



BUILDING BRIDGES AWARDS

This event recognizes elementary, middle and high schools for their outstanding efforts in promoting, nurturing, protecting, and cultivating a safe campus climate that is respectful of society's diversity.

HATE CRIME NETWORK

The Orange County Human Relations Commission, in collaboration with the Council, convenes a county-wide network of law enforcement and community groups to document hate-related crimes and incidents and publish that data. Other services include support for hate crime victims, assistance to schools in responding to incidents, working with school districts to develop policies and conducting police in-service trainings.



SUMMER YOUTH LEADERSHIP INSTITUTE

These two institutes provide high school and middle school students with advanced skill training, a deeper awareness of human relations and a forum to participate in open dialogue.



SCHOOL INTER-ETHNIC RELATIONS ROUND TABLE

Networking opportunities are provided for teachers and students through the county-wide School Inter-Ethnic Council's Round Table discussions. The Council meets periodically to increase awareness, obtain information on diversity programs, exchange ideas and to build enthusiasm and commitment for human relations programs on school campuses.



PARENT LEADERSHIP INSTITUTE

This intensive training program builds the skills and abilities of non-English speaking parents so they can be more effectively involved in their children's schools.



Orange County Human Relations Council
Board of Directors

Bill Wood
Chair

Becky Esparza
Vice Chair

Barbara Balz

Lydia Cano

Regina Front

Ken Inouye

Charlene Hatakeyama

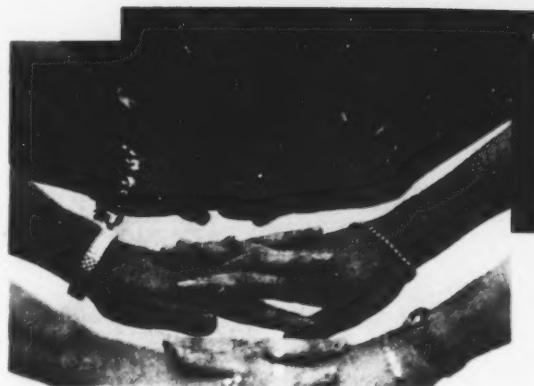
Pat Krone

Patrick McKinley

Dora Rodriguez

RESOURCES

Videos, curriculum materials, exercises and books on a variety of human relations topics are made available to teachers and other school staff on a check-out basis. Professional staff and volunteers are available as resources to schools and community members on inter-group violence, parental involvement and issues pertaining to the emerging diversity of Orange County. Volunteer and intern opportunities are available for college and high school students. Semester and summer assignments are available.



SPECIAL INITIATIVES

The Pacific Mutual Foundation's generosity has allowed us to provide a program specifically tailored to 24 middle schools. Grants from the Steelcase Foundation, the McKay Foundation, the Orange County Community Foundation and other local funders made it possible for us to serve seven Tustin Schools over the past three years. Orange County's United Way has committed multiple-year funding to enable this program in schools throughout the county.

TO PARTICIPATE

The annual cost of the School Inter-Ethnic Relations and violence prevention program is approximately \$7,500. However, the Orange County Human Relations Council can assist with grants, raising donations or matching funds to bring this within reach of each school. Staff time and program space are limited. Participating schools are selected on the basis of commitment and enthusiasm to long-term program goals.

VIEWPOINTS

"My students have been educated and trained in many skills centering around tolerance and cultural awareness. The activities have been effective and enjoyable. My students have responded positively. . . . I hope to see this program continue for many years to come."

—Middle School Teacher

"One thing I learned today is many people have different points of view. I learned that getting to know people is a great experience. One thing I am taking away with me is that each person is an individual and I'll never forget to respect them and their opinions. One thing I will do differently as a result of today is never stereotype a person and always respect people's views."

—High School Student

"The dialog and discussion that the Human Relations Program has encouraged has most definitely been a positive step in improving student and community relationships."

—Middle School Principal

"One thing I learned today is that you should try to walk in the other person's shoes. One thing I am taking away with me is how to stand up for others and myself. One thing I will do differently as a result to today is think before I act."

—Middle School Student

"I learned that it doesn't matter where a person is from. The only thing that matters is the person they are. From now on, I will smile to any sad person I see."

—Elementary School Student



THANK YOU!

COMMUNITY PARTNERS BOARD

Frank Quevedo, *Board President*
Vice President
Southern California Edison
Gill Barnett, President
Parking Concepts Inc.
Robert Brant, Exec. Vice-President
City National Bank
Mark Dobrzanski, General Manager
The Hartford
Roger Embrey, General Manager
The Gas Company
Robert Haskell, President
Pacific Life Foundation
Kenneth Inouye, Partner
Inouye, Shively & Longtin
Frank Jao, President
Bridgecreek Development
George Kadonada, Chair, CEO
Medical Excess Insurance Service

Don Kammerer, Regional
Vice-President
Bank of America
Michael Manser, President
West Coast Modular
Dr. Al Mijares, Superintendent
Santa Ana Unified School District
Bill O'Connell, Co-Owner
Stovall's Best Westerns
Roni Renfro, President & Chair
CNA Trust
Frank Robitaille, President
Armstrong/Robitaille Ins.
Terry Runnels, District Manager
Shell Oil Products Company
Msgr. Jaime Soto
Diocese of Orange
Leigh Steinberg, Sports Agent
Steinberg and Moorad



Keith Swayne, President
Case Swayne
Chris Van Gorder, President & CEO
Long Beach Memorial Medical Center
Bob Wenzel, Partner
Atkinson, Andelson et. al.
Dr. Laurel Wilkening, Chancellor
University of California, Irvine
Andy Youngquist, President
Bircher Construction Services

COMMUNITY PARTNERS

Platinum: \$10,000 and up

Anonymous Donor
County of Orange
LOIS/EJL
McKay Foundation
Metro Display Advertising, Inc.
Orange County Community Foundation
Orange County Transportation Authority
Orange County's United Way
Pacific Mutual Foundation
Shell Oil Company
Steelcase Foundation
The Times Orange County
William Gillespie Foundation

Gold: \$5,000-9,999

Anaheim Memorial Medical Center
Bircher Construction
Case Swayne
Disneyland
Inouye, Shively & Longtin
KPMG Peat Marwick LLP
McKay Foundation
Southern California Edison
Steinberg and Moorad

Silver: \$2,500-4,999

Bank of America
City National Bank
CNA Trust
Fluor Foundation
The Gas Company
The Hartford
The Irvine Company
Merrill Lynch
MOTOROLA
PacifiCare Foundation
Union Bank of California
Wells Fargo Bank
West Coast Modular
Western Digital Corporation

Bronze: \$1,000-2,499

Adaptec
Armstrong/Robitaille Insurance
Atkinson, Andelson, Loya, Ruud & Romo
Beckman Instruments
Boise Cascade Office Products

The Dot Printer
The Fieldstone Foundation
First American Title
Lin Fujitsubo & Cliff Kraus
Gibson, Dunn & Crutcher
Goodwill Industries
Marion & Jack Harloe
Kaiser Permanente
The Kennedy Family
Pat Krone
Irell and Manella
Palmieri, Tyler, et. al.
Parking Concepts, Inc.
The Ralphs/Food 4 Less Foundation
John & Susan Reese
Saddleback Memorial Medical Center
Stovall's Best Western
Keith & Judy Swayne
Ueberroth Family Foundation
University of California at Irvine
Varco Drilling Systems
Dr. Laurel Wilkening



END

U.S. Dept. of Education

Office of Educational
Research and Improvement (OERI)

ERIC

Date Filmed
March 26, 1999